

**Kerry B Milligan, MSSW**

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Ms. Milligan has 20 years' experience providing direct services, training, and program management in a variety of human services settings, and 10 years' experience in program evaluation. As co-founder and President of LeCroy & Milligan Associates, she has developed and directed evaluation projects ranging in scope from small local consultation projects to \$2.5 million/5-year statewide evaluations. Ms. Milligan has worked as Evaluator and Project Manager with evaluation projects since 1992, and has experience with all aspects of data collection, report development, consultation with QA/TA staff, evaluation planning, supervision of evaluators, development of quarterly and annual reports, and development and presentation of workshops related to evaluation topics and results from the our projects.

Ms. Milligan brings direct service experience as well as evaluation experience to our projects. As a clinical social worker, she provided counseling and treatment to adolescents and families with substance abuse and mental health problems. For over 10 years Ms. Milligan provided training and education to professionals, youth, adults and families in areas such as substance abuse prevention, health and wellness, community mobilization, child abuse prevention, leadership development, team building, training of trainers, and group facilitation skills. Her management experience includes the development and direction of statewide training network and the direction of prevention services for non-profit organizations in Arizona and Wisconsin. She has had oversight responsibility for local, state and federal grants, which included the development of evaluation plans and managing evaluation projects.

**Education**

- ❖ M.S.S.W., University of Wisconsin-Madison, 1983
- ❖ B.A., Social Work, Cum Laude, Colorado State University, 1978.

**Professional Experience**

<b>President</b> 1991-present	<b>LeCroy &amp; Milligan Associates, Inc.</b> 620 N. Country Club, Tucson, Az 85716 Leadership and director of company employing 20 evaluation and training staff. Fiscal and personnel management, strategic planning and community networking. Responsible for oversight of all evaluation projects, and serves as evaluator on selected projects.
<b>Director, Prevention Services</b> 1992-1995	<b>CODAC Behavioral Health Services of Pima County</b> , Tucson, Arizona. Responsible for the direction and management of a broad array of prevention and education services to children, youth and adults, including early childhood programs, school-based programs, and community-based programs which are funded through state, local and federal grants. Designed and directed program evaluation efforts for all prevention programs.
<b>Training Coordinator</b> 1990-1992	<b>Arizona Drug and Gang Prevention Resource Center</b> , College of Extended Education, Arizona State University, Tempe, Arizona. Responsible for developing and implementing all training services in newly created statewide Resource Center. Created training programs in wide range of health promotion and prevention issues with schools, community coalitions, prevention and other professionals, and members of the business community. Initiated, recruited, and provided training for PeopleLinks, a cadre of prevention trainers throughout Arizona. Provided leadership in interagency collaboration in the development of a long-range training and technical assistance plan for Arizona.

**Health Educator**                      **Gila River Indian Community**, Dept. of Health Services, Sacaton, Arizona.  
1990

**Program Manager/Trainer**

1984-1989                      **PICADA, Inc.**, Madison, Wisconsin  
Managed, coordinated, and evaluated professional consultation and training services in health education and substance abuse prevention. Authored 4 nationally distributed prevention curricula.

**Social Worker**

1978-1984                      Various positions including:  
Directions Counseling Center, Watertown, Wisconsin  
Bockari House Juvenile Detention home, Madison, Wisconsin  
N.E.E.D. Junior/Senior High School, Colorado Springs, Colorado.  
Juvenile Probation Department, Colorado Springs, Co.

**Selected Projects and Publications**

1996 -present      Healthy Families Arizona, Arizona Department of Economic Security, project oversight and report development.

1998-present      Arizona Abstinence Only Program Evaluation, project oversight and report development

1999-present      LeCroy, C. and Milligan, K. Evaluation of Arizona's Promoting Safe and Stable Families Initiative. Arizona Department of Economic Security.

2002                      Milligan, K. Project Contact: Focus Group Study – Pima County Health Department.

2001-2003              LeCroy, C. and Milligan, K. Evaluability Assessment & Evaluation Project for Substance Abuse Prevention Program for Youth, Governors Division of Substance Abuse Policy.

1999                      LeCroy, C. and Milligan, K. Maternal Health Report: Analysis of Focus Groups Among Women Who Received Inadequate Prenatal Care.

1997                      LeCroy, C., and Milligan, K. Evaluation of Arizona Community Punishment Programs, Arizona Supreme Court.

1995                      Hansen, P., Milligan, K., Romanowski, S., and McIlroy, K., Building Me: A Resiliency Skills Curriculum for Young Children, CODAC Behavioral Health Services, Tucson, AZ

1990                      Nelson, K., and Milligan, K., PICADA 1-5: Elementary Alcohol and Other Drug Abuse Prevention Curriculum, PICADA, Inc., Madison, WI

**Affiliations**

Arizona Evaluation Network  
American Evaluation Association  
Arizonans for Prevention, Past President (1994) and member  
Arizona Public Health Association  
Prevention Community Council, Community Partnership for Southern Arizona

**Craig Winston LeCroy, Ph.D.**  
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Dr. LeCroy's work in child welfare, prevention and juvenile justice is well known. He has evaluated programs for child abuse prevention, substance abuse prevention, juvenile risk prediction, and designed a children's mental health specialization for the School of Social Work at Arizona State University. In child welfare and children's services he has published several articles including: "Enhancing the delivery of effective mental health services to children" published in *Social Work* and "Children's mental health: Current findings and research directions" in *Social Work Research and Abstracts*. A major area of Dr. LeCroy's recent research has been prevention of problem behaviors and risk reduction with young adolescent girls, including publication of a book and group manual, Empowering adolescent girls: Examining the present and building skills for the future with the Go Girls Program. Dr. LeCroy consults nationally in the arena of child abuse prevention, and has served on the Research Practice group of Prevent Child Abuse America for several years. In the area of juvenile justice, he has completed several evaluations for the Arizona Supreme Court on juvenile justice issues. His work in this area has led to several publications, for example, "Juvenile recidivism: A comparison of three prediction instruments" published in *Adolescence*; "Predicting recidivism: An evaluation of the Wisconsin probation and aftercare instrument" published in *Criminal Justice and Behavior*; and "Decision making for juvenile offenders in aftercare" published in *Juvenile and Family Court Journal*.

### **Education**

- PhD, Social Welfare, August 1983, University of Wisconsin-Madison
- MSW, April 1980, Western Michigan University
- BSW, Magna Cum Laude, Social Service, May 1978, San Jose State University

### **Professional Memberships**

- Council on Social Work Education
- National Association of Social Worker
- National Council on Family Relations
- American Psychological Association
- American Evaluation Association
- AzENet, Arizona Evaluation Network, past President

### **Experience (Abbreviated)**

- **Professor**, School of Social Work, Arizona State University, Tucson Branch, 2424 E. Broadway, Tucson, AZ 85743. Teach in the M.S.W. Methods sequence – 1994-Present
- **Executive Director**, LeCroy & Milligan Associates, Inc., 620 N. Country Club, Suite B, Tucson, AZ 85716. A private program evaluation company. Direct projects and provide oversight – 1991-Present

### **Selected Project Involvement (Abbreviated)**

- Project Director, Arizona Department of Health Services. Five year program process and outcome evaluation of the Arizona abstinence only program. 1998--2003
- Project Director, Department of Economic Security, State of Arizona, Healthy Families Evaluation. Grant to evaluate a child abuse prevention project. 1991-current
- Researcher, Interventions to Promote Risk Avoidance and Reduction Decisions in Youth, National Institutes of Health, collaboration with U of A Informatics and Decisions making Lab.
- Evaluator, Abt & Associates. A subcontract from Abt and Associates to conduct a process evaluation of Arizona's welfare reform. 1996-1999
- Project Director, Arizona Supreme Court. One year project to develop a risk/ needs system for juvenile offenders. 1998
- Project Director, Arizona Supreme Court. One year project to conduct a process study of the Community Punishment Project. 1997
- Principal Investigator, High-risk youth grant, Center for Substance Abuse Prevention (CSAP). Five year demonstration grant to develop and evaluate comprehensive prevention services for minority youth. Amount Awarded: \$1.5 million over 5 years. 1992-1997
- Project Director, Pima County Health Department. Conducting a focus group study to examine why some women do not seek prenatal care. 1999
- Co-Director, National Institute of Mental Health Training Grant, Minority Fellowships for students interested in severely and emotionally disturbed children and adolescents. 1989-1992
- Evaluator, Adolescent Family Life Program, Office of Adolescent Pregnancy Programs. 1988-1989
- Co-Principal Investigator, Arizona Department of Corrections Validation Study of Need's Assessment System. Arizona Department of Corrections. 1987

### **Publications-Books (Abbreviated)**

LeCroy, Craig W. & Daley, J. (2001). Empowering adolescent girls: Examining the present and building skills for the future with the Go Girls Program. W.W. Norton.

LeCroy, Craig W. (2002). The Call to Social Work. Sage Publications, Thousand Oaks, California.

Ashford, Jose' B. , LeCroy, C. W., & Lortie, K. L. (1997). Human Behavior and the Social Environment: A Multidimensional Perspective. Pacific Grove, CA: Brooks/Cole.

LeCroy, Craig W. (1994). Handbook of Child and Adolescent Treatment Manuals. Lexington Press, New York, New York.

### **Publications-Journal Articles And Book Chapters (Abbreviated 1992-Present Listed)**

LeCroy, Craig W., & Okamoto, S. (2002). Guidelines for using assessment instruments with children. In A. R. Roberts & G. J. Green (Eds.). Social Work Desk Reference (213-216). New York: Oxford University Press.

Krysik, J., & LeCroy, C. W. (2002). Empirical validation of an instrument to predict risk of recidivism among juvenile offenders. Research on Social Work Practice, 12, 71-81.

LeCroy, Craig W., Stevenson, P., & McNeil, G. (2000). Systems considerations in treating juvenile offenders with mental disorders. In B. Sales & J. Ashford (eds.), Treatment considerations in working with mentally disordered offenders. American Psychological Association.

Ashford, J. B., & LeCroy, Craig W. (2000). Supervision, aftercare, and recidivism prevention of offenders with special needs. In B. Sales & J. Ashford (eds.), Treatment considerations in working with mentally disordered offenders. American Psychological Association.

MacNeil, G., Kaufman, A. V., Dressler, W. W. & LeCroy, Craig W. (1999). Psychosocial moderators of substance use among middle school-aged adolescents. Journal of Drug Education.

LeCroy, C. W., Daley, J. M., & Milligan, K. B (1999). Social skills for the 21<sup>st</sup> Century. In R. Constable, S. McDonald, & J. P. Flynn (eds.), School Social Work: Practice, Policy and Research Perspectives. Chicago, IL: Lyceum Press.

MacNeil, G., & LeCroy, Craig W. (1997). Promoting social competence among severely emotionally disturbed youth: Development of a social competence inventory. Residential Treatment for Children and Youth, 15, 63-78.

Ashford, J. B., & LeCroy, Craig W. (1998). Juvenile parole policy in the United States: Determinate versus indeterminate models. Article reprinted in: B. W. Hancock, & P. Sharp (Eds.), Juvenile Delinquency: Historical, Theoretical, and Societal Reactions to Youth, Englewood Cliffs, NJ: Prentice-Hall.

Brooks, A. J., Stuewig, J., & LeCroy, Craig W. (1998). A family based model of Hispanic adolescent substance use. Journal of Drug Education, 28, 65-86.

LeCroy, Craig W., & Milligan, K. (1996). Promoting children's social competence in the schools. In R. Constable, J. P. Flynn, & S. McDonald (Eds.), School Social Work: Practice and Research Perspectives. Chicago, IL: Lyceum.

Hohman, M., & LeCroy, Craig W. (1996). Predictors of adolescent A.A. affiliation. Adolescence, 31, 339-352.

LeCroy, Craig W., & Ryan, L. (1994). Designing a model curriculum for children's mental health. Journal of Social Work Education, 318-327.

LeCroy, Craig W. (1994). Should effect sizes be used in social work research? In P. Nurius & W. Hudson (Eds.), Controversial Issues.

Ashford, J. B., & LeCroy, C.W. (1993). Juvenile parole policy in the United States: Determinate versus indeterminate models. Justice Quarterly, 10, 179-195.

LeCroy, Craig W., & Ashford, J. B. (1992). Children's mental health: Current findings and research directions. In Social Work Research and Abstracts, 28, 13- 20.

LeCroy, Craig W. (1992). Enhancing the delivery of effective mental health services to children. Social Work, 37, 225-233.

LeCroy, Craig W., & Solomon, G. (1993). Content analysis. In R. Grinnell (Ed.), Social work research and evaluation, Itasca, IL: F. E. Peacock Publishers (304-330).

LeCroy, Craig W. (1992). A social skills group for children. In C. LeCroy (ed.), Case Studies in Social Work Practice. Monterey, CA: Wadsworth.

LeCroy, Craig W. (1992). Promoting social competence in youth. In K. Corcoran (Ed.), Structuring Change, Chicago, IL: Lyceum Books (167-180).

**Allison Titcomb**

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Dr. Titcomb has over 17 years of experience in program and evaluation planning, design, and implementation. Now in her fifth year at LeCroy & Milligan Associates, she directly manages several evaluations and provides technical assistance consultation for a variety of social service programs including state-wide, multi-site, multi-method projects. She has also worked with smaller local programs and has extensive experience with broad array of program participants. She has training and expertise in evaluation and research methods, statistical analysis and interpretation, questionnaire and survey design, as well as program development. Dr. Titcomb is well versed in CPS and DES programs, having been Lead Evaluator for the Family Decision Making evaluation since 2001. She is also a well-known trainer in evaluation methods and is particularly skilled at logic model training and team facilitation.

**Education**

- PhD, Educational Psychology Major, Measurement and Methodology Minor, 1996, The University of Arizona
- BA, with Honors, Ecology and Evolutionary Biology Major, Scientific Communication Minor, 1985, The University of Arizona
- Mediation Training, Completed 40-Hour Community Mediation program with Our Town Family Centers, Tucson, Arizona.

**Professional Memberships**

- Adjunct Faculty, The University of Arizona (2001 to present)
- American Evaluation Association (Co-Program Chair EPE Topical Interest Group, 2001-present; Affiliates Steering Committee, 2004-present)
- American Psychology Association Division 5
- Arizona Evaluation Network (President, 2002-2003; Board of Directors, 2002-present)

**Experience**

- **Evaluation Associate**, LeCroy & Milligan Associates, Inc. – April 2001 – present
- **Evaluation Specialist**, Institute for Children, Youth & Families (ICYF), College of Agriculture & Life Sciences, The University of Arizona – February 1998 - April 2001
- **Research Specialist**, Informatics & Decision Making Lab, College of Medicine, The University of Arizona – October 1996 - June 1998
- **Program Specialist**, Molecular & Cellular Biology Department, College of Science, The University of Arizona – January 1994 - June 1998
- **Graduate Associate**, Educational Psychology, College of Education, The University of Arizona – August 1992 – June 1994
- **Coordinator of Special Programs and Recruitment**, Honors College, The University of Arizona – January 1988 – July 1992

## **Selected Project Involvement**

Current (LeCroy & Milligan Associates, Inc.):

- Early Learning Opportunities Grant Act Evaluation and Quality Rating System, United Way of Tucson First Focus on Kids Impact Council (Feb 2005-present)
- Real Choices for Systems Change Statewide Needs Assessment, Nevada Bureau of Family Health Services (2004)
- United Way of Tucson Evaluation Consulting (2004-present)
- Family Group Decision Making Program State-wide Evaluation, Arizona Department of Economic Security (2001-2004)
- National Science Foundation Planning Grant "Implementing Program Theory Across Information Environmental Education Providers" (2003)
- National Science Foundation Planning Grant "Creating the Next Generation of Women Leaders in Science, Technology, Engineering and Mathematics" (2002)
- Altar Valley Alliance Life Skills Training Evaluation (2002) and CODAC Behavioral Health Services Strengthening Families Evaluation (2003)
- Youth Educating Parents About Substance Abuse Training and Technical Assistance (2002-2004); Arizona Governor's Division for Substance Abuse Policy
- Family-Based Drug Prevention Training and Technical Assistance (2002-2004), Arizona Governor's Division for Substance Abuse Policy
- Supervision/Oversight of evaluation projects including: Oasis Sexual Assault and Relationship Violence Evaluation Consultation (Department of Justice grant), Family Preservation/Family Support; Drug Court; Never Shake a Baby Arizona

Previous (University of Arizona):

- National and Arizona 4-H Impact Assessment Projects (1998-2001)
- Logic Model Training for Cooperative Extension (2000-2001)
- GEAR UP Grant for Extended University and Amphitheater School District (2000-2001)
- Safe Dates Violence Prevention Program; "Evaluation of the Curriculum: What Do We Want to Know?" presentation made at Cooperative Extension/ICYF conference on "Healthy Adolescents: Healthy Relationships" (2000)

## **Publications**

LeCroy & Milligan Associates, Inc. (2001, 2002, 2003). Family Group Decision Making: Annual Evaluation Report. Tucson, Arizona: LeCroy & Milligan Associates, Inc.

Reyna, V.F. & Titcomb, A.L. (1997). Constraints on the suggestibility of eyewitness memory: A fuzzy-trace theory analysis (pp. 157-174). In D. Payne and F. Conrad (Eds.), A synthesis of basic and applied approaches to memory research. Hillsdale, NJ: Lawrence Erlbaum.

Titcomb, A.L. (2000, November). Hands-On Evaluation Workshops: Building Capacity for Cooperative Extension in Arizona. Roundtable presented at Evaluation 2000, the Annual Meeting of the American Evaluation Association, Honolulu, Hawaii.

Titcomb, A. L. (1996). False memories and fuzzy-trace theory: Misinforming gist versus verbatim information. (Doctoral dissertation, The University of Arizona, 1996).

Titcomb, A.L., Burd, G., Haynes, J, & Bierman, M. (1996, December). Science Connection: Science outreach by University of Arizona students. Paper presented at the National Science Teachers Association Regional Conference, Phoenix, Arizona.

Titcomb, A. & LeCroy, C. (2005). Outcomes of Arizona's Family Group Decision Making Program. Protecting Children 19 (4): 47-53.

Titcomb, A. & LeCroy, C. (2003). Evaluation of Arizona's Family Group Decision Making Program. Protecting Children 18 (2): 58-64.

Titcomb, A., LeCroy, C., Beauchamp, W., Malfait, A.J. (2004). Fundamental Issues for Evaluating Multi-site Family Support Programs. Think Tank Session presented at the Annual Meeting of the American Evaluation Association, Atlanta, Georgia.

Titcomb, A.L. & Reyna, V.F. (1995). Memory interference and misinformation. In F.N. Dempster and C.J. Brainerd (Eds.), New perspectives on interference and inhibition in cognition, (pp. 263-294). New York: Academic Press.



**Patricia A. Canterbury**

Evaluation Associate

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patrica@lecroymilligan.com

Ms. Canterbury has a master's degree in public health with an emphasis in health education and disease prevention. She has over 6 years experience in program evaluation in child welfare, criminal justice, substance abuse prevention, and health education. Patricia has strong project management, communication, and program development skills. She was the lead evaluator for a statewide needs assessment conducted for the State of Nevada. She is also the evaluator for the Never Shake a Baby program sponsored by Prevent Child Abuse Arizona. She worked for 3 years on juvenile and family drug court and parent training program evaluations for the Governor's Division of Substance Abuse Prevention and for two years on the Arizona Abstinence-Only Education program for the Arizona Department of Health Services—all of which were multi-year, multi-site programs. Prior to her work with LeCroy & Milligan Associates, Inc., Patricia was a research analyst for an adult probation department and an environmental paralegal for a consulting firm, where she gained valuable experience in research, statistical analysis, report writing, and presentations.

**EDUCATION**

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*Masters in Public Health:* University of Arizona, Tucson, AZ*Bachelor of Science, Psychology:* University of Washington, Seattle, WA**EXPERIENCE**

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**Program Evaluation Associate**

June 2000 through present

LeCroy &amp; Milligan Associates

Tucson, AZ

**Research Analyst**

February 1998—December 1999

Pima County Adult Probation

Tucson, AZ

**Environmental Paralegal**

February 1990–April 1992

PTI Environmental Services

Bellevue, WA

March 1988—January 1989

Tetra Tech, Inc.

Redmond, WA

## *SELECTED PROJECT INVOLVEMENT – PAT CANTERBURY*

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- ❖ Health Families Longitudinal Study Research Coordinator
- ❖ Nevada statewide needs assessment for children with special needs, Project Lead, 2004
- ❖ Never Shake a Baby program evaluation, Prevent Child Abuse, Inc., Project Leader, 2002-present
- ❖ Juvenile/Family Drug Court and Diversion Program Evaluation for the Governor's Division for Substance Abuse Policy, Project Team Leader, 2001-2003
- ❖ Drug-Free Workplace Parent Training evaluation, Governor's Division for Substance Abuse Policy, Project Team Leader, 2000-2003
- ❖ Arizona Abstinence-only Program Evaluations, 2000-present.

## *SELECTED PROFESSIONAL PUBLICATIONS AND PRESENTATIONS*

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LeCroy & Milligan Associates, Inc. (2005). Nevada Needs Assessment for Children with Special Needs. LeCroy & Milligan Associates, Inc., January 2005.

LeCroy & Milligan Associates, Inc. (2003) Juvenile Drug Court Evaluation Final Report. LeCroy & Milligan Associates, June 2003

LeCroy & Milligan Associates, Inc. (2003) Critical Issues in Drug Court Evaluation. Presentation at the Arizona Annual Drug Court Conference. April, 2003

LeCroy & Milligan Associates, Inc. (2002) Workplace Parent Training Project Annual Evaluation Report, June 2002. LeCroy & Milligan Associates, June 2002

LeCroy & Milligan Associates, Inc. (2002). Juvenile/Family Drug Court and Diversion Program Evaluation, Annual Report for Year 2. LeCroy & Milligan Associates, Inc., March 2002

PTI Environmental Services. (1991) State Involvement in NRDA Activities and NRDA Experience by Site. PTI Environmental Services, June 1991.

PTI Environmental Services. (1991) Puget Sound Estuary Program, Budd Inlet Urban Action Program : 1991 Action Plan.

PTI Environmental Services (1989) Chempro Tacoma Facility Potentially Liable Party Search. PTI Environmental Services, December 1989

**Judy Krysik, M.S.W., Ph.D.**

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Dr. Krysik has 16 years of experience in the evaluation of social programs. She has strong analytic skills and can contribute to all aspects of evaluation. She is especially knowledgeable on issues of evaluation design, implementation, and data analysis. She has an extensive knowledge of issues pertaining to child welfare, poverty, and the prevention of child abuse and neglect. Her evaluation experience includes programs in the areas of adoption, inter-agency collaboration, community social services, maternal and child health, risk prediction, juvenile justice, substance abuse, welfare reform, and child welfare. Dr. Krysik has a long record of publications and presentations.

**Education**

- Ph.D., Social Work, Arizona State University, Tempe, Arizona, - March 1
- M.S.W., Human Services Management, University of Calgary, Canada - 1991
- B.S.W., University of Calgary, Canada, 1988

**Professional Memberships**

- *National Association of Social Workers*
- *Institute on Women's Policy Research*
- *Arizona Evaluation Network*
- *American Public Policy and Management Association*

**Experience**

- *Senior Evaluation Associate and Independent Subcontractor , LeCroy & Milligan Associates, Inc. – 1988 to present*
- *Assistant Professor -- September 1998 - December 2001*  
University of Denver, Graduate School of Social Work
- *Research and Evaluation Consultant -- 1988 to present*

**Selected Project Involvement**

- Governor's Community Policy Office, Division of Drug Policy, AZ
- Arizona Abstinence Only, Department of Health Services
- Families for Kids, Arizona Community Foundation
- Arizona Families F.I.R.S.T., Department of Economic Security
- Family Recovery Project, ValueOptions
- Colorado Works Program, State of Colorado in conjunction with Berkely Planning Associates
- Arizona Supreme Court, Juvenile Justice Services Division
- Healthy Families Arizona, Department of Economic Security
- Arizona Health Start, Department of Health Services
- Arizona's welfare reform initiative and full-employment demonstration project, Arizona Department of Economic Security in conjunction with Abt and Associates
- The Inter-agency Case Management Project, Department of Health Services
- Colorado River Indian Tribes, Health and Social Services Department
- John C. Lincoln North Mountain Hospital, Phoenix, AZ
- John C. Lincoln-Deer Valley Hospital, Phoenix, AZ
- Arizona Attorney General's Office, Methamphetamine Web Content

### Selected Publications and Presentations

- Krysik, J. , Milligan, K. et.al. (2003). Arizona Abstinence Only Sexual Education Program Final Evaluation Report. Arizona Department of Health Services.
- Krysik, J., & LeCroy, C. W. (2002). The empirical validation of an instrument to predict risk of recidivism among juvenile offenders. *Research on Social Work Practice*, 12 (1), 71-81.
- Nichols-Casebolt, A., & Krysik, J. (1997). The economic well being of never and ever married single mother families: A cross national comparison. *Journal of Social Service Research*, 23, 19-40.
- Nichols-Casebolt, A., Krysik, J., & Hermann-Currie, R. (1994). The povertization of women: A global phenomenon. *Affilia*, 9, 9-29.
- Thomlison, B., & Krysik, J. (1992). The development of an instrument to measure the restrictiveness of children's living environments. *Research on Social Work Practice*, 2, 207-219.
- Moroney, R. M. & Krysik, J. (1998). *Social policy and social work: Critical essays on the welfare state (2<sup>nd</sup> ed.)*. New York: Aldine de Gruyter.
- Krysik, J. (1999). Developing cultural sensitivity in social service research. In G. Yong-Lie & D. Este (Eds.), *Professional social service delivery in a multicultural world* (pp. 267-292). Toronto, Ontario, Canada: Canadian Scholar's Press.
- Unrau, Y. & Krysik, J. (1996). Preparation for intimacy and family life: Research and policy implications. In B. Gallaway & J. Hudson (Eds.), *Youth in Transition* (pp. 238-243). Toronto, Ontario, Canada: Thompson Educational Publishing.
- Irvine, J., Krysik, J., & Allman, N. (2000, June). *Integrated case management for multiple-agency involved children*. Paper presented at the Child Welfare League of America Conference, Denver, CO.
- LeCroy, C. W., & Krysik, J. (1999, November). Evaluation of a multisite child abuse and neglect program. Paper presented at the American Evaluation Association Conference, Orlando, FL.

**Hilary R. Smith**

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Ms. Smith has extensive experience with data analysis, data collection, and project planning, and is well versed in quantitative and qualitative research methodologies. She has program experience in the juvenile justice system, and has five years of consulting experience in evaluation and social science research. Prior to working with LeCroy & Milligan, she worked as a consultant for the National Council on Crime and Delinquency and the University of Southern California's Social Science Research Institute. She has worked on a variety of criminal and juvenile justice and child welfare studies, and has conducted several program evaluations, including evaluations of teen courts and specialized treatment programs for delinquent youth.

**Education**

- BS, Criminal Justice and Sociology, May 1997, Texas Christian University
- MS, Justice Studies, August 2001, Arizona State University
- PhD, Justice Studies, Expected May 2006, Arizona State University

**Professional Memberships**

- American Society of Criminology
- American Sociological Association
- Society for the Study of Social Problems

**Experience**

- *Evaluation Associate, LeCroy & Milligan Associates, Inc. – October 2004 to present*
- *Instructor, Arizona State University, School of Justice and Social Inquiry – 2003 to present*
- *Consultant, National Council on Crime and Delinquency – 2000-2004*
- *Consultant, University of Southern California, Social Science Research Institute – 2002-2003*
- *Research and Teaching Associate, Arizona State University – 2001-2002*
- *Research Coordinator, Urban Institute – 2000-2002*
- *Research Associate, Arizona State University West – 2000-2002*
- *Intern, Office of Juvenile Justice and Delinquency Prevention – 1999*
- *Counselor, Tarrant County Juvenile Justice Alternative Education Program – 1998-1999*

**Project Involvement**

- The Tucson Planning Council for the Homeless, Homeless Youth Systems Change Initiative, Project Lead, *LeCroy & Milligan*, 2004 to present
- Healthy Families Arizona Longitudinal Study, *LeCroy & Milligan*, 2004 to present
- La Frontera Consulting, *LeCroy & Milligan*, 2004

- Arizona Department of Juvenile Corrections Outcome Evaluations, *National Council on Crime and Delinquency*, 2000-2004
- School-based Protection of Youth At-risk for Joining Gangs, *University of Southern California Social Science Research Institute*, 2002-2003
- Programming for Girls: Gender, Culture, and the Juvenile Justice System, *Arizona State University*, 2001-2002
- Evaluation of Teen Courts Project, *Urban Institute*, 2000-2002
- Arrestee Drug Abuse Monitoring Project, *Arizona State University West*, 2000-2002
- Women's Network Evaluation, *Arizona State University West*, 2000
- Mesa Gang Intervention Project, *Arizona State University West*, 2000

### **Selected Publications and Presentations**

Smith, Hilary, Rodriguez, Nancy, & Zatz, Marjorie S. (Forthcoming). "Gender, Victimization, and Peer Relations: The Gendered Contexts of Juvenile Court Responses to Substance Abuse." Forthcoming in K. Heimer & C. Kruttschnitt (Eds.), *New Directions in the Study of Gender, Offending and Victimization*, Routledge, 2005.

National Council on Crime and Delinquency. (2004). First Annual Report of Arizona Department of Juvenile Corrections Recovery and Freedom Programs, FY2002. National Council on Crime and Delinquency, January 2004.

Smith, Hilary, Rodriguez, Nancy & Zatz, Marjorie S. (2003). Gender, Culture, and Drugs: An Assessment of Juvenile Court Responses to Drug Use by Male and Female Adolescents. Presentation at the American Society of Criminology Conference, November 2003.

Smith, Hilary. (2002). From Runaways to Crusties: The Role of the Media in Framing Homeless Youths. Presentation at the Society for the Study of Symbolic Interaction Conference, August 2002.

**Jennifer L. Kozik**

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Ms. Kozik has a master's degree in public health with an emphasis in epidemiology. She has over 4 years experience in program evaluation in substance abuse prevention, juvenile justice, and health education. Jennifer worked for 2 years on a federally-funded fetal alcohol spectrum disorder prevention program and a statewide substance abuse prevention program targeting teens for the North Carolina Department of Health Services. In addition, Jennifer gained significant data management and statistical analysis skills while working with the Oregon Department of Human Services on their PRAMS dataset. Prior to her work with LeCroy & Milligan Associates, Inc., Jennifer was a research assistant for the Arizona Center on Aging, where she gained valuable experience in research, report writing, and presentations.

**EDUCATION**

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*Master in Public Health:* University of Arizona, Tucson, AZ*Bachelor of Arts, Psychology and History:* University of North Carolina,  
Chapel Hill, NC**EXPERIENCE**

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**Program Evaluation Associate**

2005 through present

LeCroy &amp; Milligan Associates

Tucson, AZ

**Graduate Research Assistant**

January 2004 – August 2005

Arizona Center on Aging

Tucson, AZ

**Graduate Intern**

May 2004 – August 2004

Oregon Office of Family Health

Portland, OR

**Research Assistant**

January 2002 – August 2003

Innovation Research and Training, Inc.

Durham, NC

**Technical Writer**

September 2000 – November 2001

Hybrid Networks, Inc.

San Jose, CA

#### *SELECTED PROJECT INVOLVEMENT-LECROY & MILLIGAN ASSOCIATES, INC.*

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- ❖ Promoting Safe and Stable Families Program evaluation, Arizona Department of Economic Security, 2005
- ❖ Family Passages, Domestic Violence Prevention program evaluation , La Frontera Center
- ❖ First Steps Program Evaluation, Prevent Child Abuse, Inc., 2005
- ❖ Protecting You, Protecting Me program evaluation, Governor's Office of Substance Abuse Policy
- ❖ Reach Out and Read Southern Arizona, program evaluation, 2005

#### *SELECTED ACCOMPLISHMENTS*

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Arizona Center on Aging, Developed a market analysis plan for a new long-term care facility on the Gila River Reservation.

Arizona Center on Aging, Performed and interpreted statistical modeling and descriptive data analyses using SPSS and SAS.

Arizona Center on Aging, Led focus groups to collect and interpret information about geriatric education needs at the graduate level.

Oregon Department of Human Services, Produced a comprehensive report of analyses examining health disparities in Oregon.

Innovation Research & Training, Wrote annual evaluation reports for a statewide substance abuse initiative.

Innovation Research & Training, Researched and co-authored grant proposals for multi-year federal projects.

#### *SELECTED PUBLICATIONS/PRESENTATIONS*

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Gila River Long-Term Care Analysis. Kozik JL, Bursac, K. Sacaton, Arizona. *April 2005*

CDC Child and Maternal Health Epidemiology Conference Perinatal Health of Rural Women, Oregon, 2001: poster session *December 2004*

The Perinatal Health of Rural Women: Data from 2001 Oregon PRAMS Survey. Rosenberg KD, Kozik JL. Portland, Oregon: Oregon Department of Human Services. *October 2004*

NCTOPPS Year-End Analysis. Rosenberg KD, Kozik JL. Raleigh, NC. *May 2003*



**April Nuhn Hizny**

Evaluation Associate

LeCroy &amp; Milligan Associates, Inc.

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april@lecroymilligan.com

April Hizny has been working in program evaluation since 1997, even before she finished her B.A. degrees in Sociology and Criminology/ Criminal Justice. Her education and experience has provided her with a background that is both unique and broad, and her work has been funded by local, state, and federal agencies. She has provided professional writing and analytical assistance on a variety of projects including promoting innovations in prosecution for the National Institute of Justice (NIJ); conducting an analysis of Clerks of Court caseloads for the State of North Carolina; conducting work authorization pilot tests for the Immigration and Naturalization Service (INS); and evaluating substance abuse prevention programs for the Center for Substance Abuse Prevention (CSAP), Arizona Governor's Office for Children, Youth and Families (GOCYF), and the Community Partnership of Southern Arizona (CPSA). She is currently the Project Lead on a family-strengthening program operated by CODAC Behavioral Health, and is Team Member on additional projects, including Abstinence-Only Education and Native American life skills education projects.

**Education**

- B.A. Sociology, 1998, The University of Maryland, College Park, MD
- B.A. Criminology and Criminal Justice, 1998, The University of Maryland, College Park, MD

**Experience**

- **Evaluation Associate**, LeCroy & Milligan Associates, Inc., Tucson, AZ; September 2004 - present
- **Director of Planning and Evaluation**, Pima Youth Partnership, Tucson, AZ; June 2001 - September 2004
- **Research Assistant**, Westat, Rockville, MD; September 1999 - March 2001
- **Research Assistant**, Jefferson Institute for Justice Studies, Washington, D.C.; May 1997 - September 1999

### **Selected Project Involvement**

- Abstinence-Only Program Evaluation, Project Team Member, 2004 – present
- Arizona Department of Education AIMS Intervention and Dropout prevention programs Audit, Project Team Member, 2004
- CODAC Behavioral Health Strengthening Families Program Evaluation, Project Lead, 2003 - present
- Nevada Needs Assessment for Children with Special Health Care Needs, Project Team Member, 2004 - present
- Protecting You, Protecting Me Evaluation, Project Team Member, 2004 - present
- Special Projects of Regional and National Significance (SPRANS) Abstinence-Only Program Evaluation, Project Team Member, 2004 - present
- Previous projects include:
  - Pascua Yaqui Youth Life Skills Project Evaluation, 2002 – 2004
  - Tohono O’odham Youth Life Skills and Community Development Project Evaluation, 2001-2004
  - Rural Youth Life Skills and Community Development Project Evaluations, 2001-2004
  - Rural Youth After School Substance Abuse Prevention Project Evaluation, 2001-2004

### **Selected Accomplishments**

- Prepared grant applications as a member of the grant writing team for local, state, and federal grants with amounts ranging from \$10,000 to \$800,000.
- Recruited, hired, trained, and supervised 28 field interviewers in three states during intensive three-month data collection period. Conducted weekly conference calls, managed caseloads, and tracked costs.
- Developed report detailing systematic testing of pilot computer program.
- Designed and created three annual organizational reports.
- Developed role-plays and questionnaire scripts for interviewer training, coordinated training logistics, and acted in role of co-trainer.
- Operated as key member of the Technical Support Team to perform basic computer and network maintenance, upgrades, taking support calls, providing monthly computer tips, and implementing standardized software practices.
- Designed and maintained agency web site.
- Provided professionally designed publications and brochures outlining program information and success for public dissemination.

**Erika M. Ortega**

Quality Rating Specialist  
LeCroy & Milligan Associates, Inc.  
620 N. Country Club Rd.  
Tucson, AZ 85716  
(520) 326-5154  
erika@lecroymilligan.com

Erika Ortega has 8 years experience in the early childhood education field. She has worked with child care providers in child care centers and family child care homes and has assessed learning environments to enhance the quality of care offered. She has developed and implemented training's on developmentally appropriate practice, effective discipline strategies, promoting healthy and safe environments, and communicating with parents. Currently, she is working in collaboration with United Way of Tucson and Southern Arizona, First Focus on Kids Impact Council to implement the early innovation of a Quality Rating System (QRS) for child care centers in Pima County. She has assisted in creating the observation tools necessary to assess the nine quality characteristics that are the basis for the QRS, has coordinated and conducted the majority of ratings for the centers, and has represented LeCroy & Milligan Associates at collaboration meetings.

**Education**

- *The University of Arizona, BS in Family and Consumer Resources, 1998*
  - Concentration in Family Studies and Interpersonal Relationships
- *Currently enrolled in the Master of Community Counseling program, University of Phoenix*
  - Anticipated graduation date: October 2006

**Experience**

*Quality Rating Specialist, LeCroy & Milligan Associates, Inc., Tucson, AZ February 2005 to present*

- Conduct site visits at child care centers: observe and assess classrooms, meet with center directors, review staff and program files and other center documentation.
- Create observation tools and other QRS forms, create a program implementation guide, and attend trainings and collaboration meetings.

*Early Education Consultant, Independent Contractor, Tucson, AZ, April 2003-present*

- Develop and implement trainings on early childhood education topics.

*Assistant Facilitator of Youth Groups, Child & Family Resources, Inc., May 2003-present*

- Provide facilitation assistance for youth groups designed to enhance self-esteem and increase anger management, communication, problem solving, and peer pressure resistance skills.
- Plan, assist and participate in individual and family activities.
- Supervise youth participating in the program.

*Bilingual Forensic Interviewer, Outreach Specialist, Advocate, Southern Arizona Children's Advocacy Center, Tucson, AZ, April 2003-February 2005*

- Conduct forensic interviews with children who are possible victims of abuse and/or neglect.
- Provide crisis intervention, information and referral and follow-up services to families.
- Educate community members and school personnel about child abuse awareness and mandated reporting procedures.

*Early Education Specialist, Child & Family Resources, Inc., Tucson, AZ, October 2000-March 2003*

- Make recommendations to improve the quality of child care through observations and assessments.
- Provide on-site technical assistance, support and guidance to child care providers.

*Child Care Home Specialist, Child & Family Resources, Inc., Tucson, AZ, September 1999-October 2000*

- Monitor family child care homes for the Department of Economic Security (DES) and the Child and Adult Care Food Program (CACFP)

*Recruitment Specialist, Child & Family Resources, Inc., Tucson, AZ, August 1998-September 1999*

- Advertise for, recruit, and certify family child care providers in rural Pima County

### ***Olga Valenzuela***

Evaluation Assistant  
LeCroy & Milligan Associates, Inc.  
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olga@lecroymilligan.com

Ms. Valenzuela brings a unique set of skills to LeCroy & Milligan Associates. As an Evaluation Assistant, Ms. Valenzuela is involved with all aspects of data collection and data entry. She works closely with evaluators and data entry specialists to ensure data quality and data security. She has worked on many large, statewide evaluations and has helped manage large sets of data. In addition, Ms. Valenzuela is bilingual, speaking both English and Spanish, and has conducted many interviews and focus groups in Spanish as well as English.

### **Education**

- BA, Political Science, May 2001, University of Arizona

### **Experience**

- **Evaluation Assistant**, LeCroy & Milligan Associates, Inc. – May 2001 – present
- **Data Entry Specialist**, LeCroy & Milligan Associates, Inc. – February 2000 – May 2001
- **Office Assistant**, Engineering Experiment Station, University of Arizona - January 1997 - January 2000
- **Survey Interviewer**, Environment Behavior and Risk Research Lab, The University of Arizona Prevention Center - March 1999 - May 1999
- **Cashier**, Scoreboard Café, The University of Arizona Student Concessions - August 1996 - January 1997

### **Skills**

- Fluent in Spanish
- Win NT, Microsoft Word, Microsoft Excel, WordPerfect, Epi-INFO, Access, SPSS, 10-Key data entry, and skills in interviewing techniques/ telecommunications
- Conduct client interviews for the Healthy Families Engagement and Retention Study in Pinal County (both English and Spanish interviews)
- Generate monthly and quarterly reports for the Abstinence Project
- Assist in cleaning runs to ensure data quality
- Translate data collection instruments into Spanish
- Assist in developing and maintaining databases using Epi-Info, Microsoft Access, and Microsoft Excel
- Generate monthly reports for the Family Preservation/Family Support project
- Assist in literature searches
- Assist in facilitating focus groups for certain projects (especially Spanish)
- Provide technical assistance to program sites to ensure data quality compliance
- Monthly tracking for accuracy and completeness of data received for multiple sites and multiple projects

- Team leader for coordination and delegation of projects and work in the data entry department
- Trains new members of the data entry department and current staff in data entry systems, including Epi-Info, Microsoft Access, and Microsoft Excel
- From 2/00 to 5/01 while a data entry specialist, entered and processed data on multiple projects
- Route proposals/correspondence for signatures to appropriate offices around campus
- Perform clerical office tasks, such as answering phones, filing, copying, etc
- Tracked and maintained the College of Engineering and Mines research funds
- Contacted individual from a prepared list of names to conduct interview
- Conducted telephone interviewing in English/Spanish
- Electronically recorded responses of survey respondents using computer assisted interviewing software

**Allyson J. LaBrue**  
Quality Rating Specialist  
LeCroy & Milligan Associates, Inc.  
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allyson@lecroymilligan.com

Allyson LaBrue has been conducting the quality ratings for 50 child care centers in Tucson for a project being conducted with the United Way of Tucson and Southern Arizona; First Focus on Kids. She has worked as a team member on several evaluation projects conducting data collection, focus groups and interviews. Her past experience as LeCroy & Milligan Associates' Office Manager has given her an opportunity to get to know all the projects and how the projects work. She received her degree in Geography in 1996 and has been utilizing some of these skills to perform Geographic Information Systems tasks for various projects. She has experience working with youth and organizing and coordinating large

### Education

*The University of Arizona, BA in Geography 1996*

- Concentration on the southwest and environmental aspects of geography
- Thematic minor in environmental education

### Experience

*Quality Rating Specialist, LeCroy & Milligan Associates, Inc., Tucson, AZ March, 2005 to present*

- Assisting the full-time Quality Rating Specialist with conducting the quality rating of 50 child care centers for the United Way of Tucson and Southern Arizona; First Focus on Kids Impact Council's Five Star Quality Rating System.
- Creating tools, systems, and an implementation guide to further document the process used to conduct the ratings.

*Program Associate, LeCroy & Milligan Associates, Inc., Tucson, AZ, October 2004 to March, 2005*

- Assisting with the Nevada Statewide Needs Assessment project by incorporating Geographic Information Systems into the project by analyzing the data we collect in a more visual way.
- Assisting and helping create instruments for the Tucson Planning Council's subcommittee for Homeless Youth project.
- Assisting with other projects on an as needed basis.

Office Manager, *LeCroy & Milligan Associates, Inc., Tucson, AZ, May 2000 to February 2003*

- Editing and formatting technical reports, surveys, and other instruments
- Website management
- Creating and maintaining office systems
- Creating PowerPoint presentations for Evaluation Associates
- Assisting all staff with various projects as needed.

Office Specialist, Senior, *State 4-H Office, University of Arizona, Tucson, AZ, January 1995 to May 2000*

- Planned and carried out large statewide programs and meeting
- Assisted the Curriculum Coordinator and Assistant Director with many projects
- Maintained the website and did online surveys

▪ C.A.R.E. Leader, *Canyon View Elementary School, Tucson, AZ, August 1993 to May 1995*

▪ Student Assistant, *Office of the Dean, College of Agriculture, University of Arizona, Tucson, AZ, August 1991 to May 1993*

▪ Program Specialist, *Facility Caretaker and Camp Counselor for Sahuaro Girl Scout Council, Tucson, AZ, May 1991 to January 1995*

### Community

C.A.S.A. Volunteer (Court Appointed Special Advocate) for Pima County Juvenile Court working with children in foster care.



### ***Cindy Jones***

Computer Systems Manager  
LeCroy & Milligan Associates, Inc.  
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cindy@lecroymilligan.com

Ms. Jones has a degree in Management Information Systems, and is responsible for managing and maintaining all aspects of computing for LeCroy & Milligan Associates. Ms. Jones coordinates data processing for all of our projects, and oversees data entry personnel. She works closely with evaluators in the development of data collection instruments, database development, data cleaning, and data security. Ms. Jones also has worked with both DES and juvenile justice programs to coordinate the extraction and analysis of data from CHILDS and JOLTS. Ms. Jones has worked in the Healthy Families Arizona project since 1998, and has been instrumental in the design and development of the quarterly reports and the preparation of data for analysis. Because she works across all projects, she is able to develop data management systems with great efficiency, applying her learning from one project to another. She is skilled in producing special data runs that provide usable performance feedback to providers during the course of the evaluation. Having a full time management information systems professional on staff is a particular strength of LeCroy & Milligan Associates.

### **Education**

- BS, Public Administration, Health and Human Services Administration, May 1997, University of Arizona
- BS, Management Information Systems, University of Arizona, December 1998, University of Arizona

### **Experience**

- **Computer Systems Manager**, LeCroy & Milligan Associates, Inc. - June 1998 – present
- **Retail Merchandiser**, Hallmark Marketing Corporation - October 1997 - June 1998
- **Retail Merchandiser**, Armour Swift-Eckrich Sales Company - September 1996 – January 1997
- **Customer Service Representative**, TeleTech Teleservices, Inc. - March 1996 – September 1996
- **Floor Supervisor**, Premium Pet Mart - June 1991 – May 1992
- **Retail Merchandiser**, Hershey Chocolate USA - September 1989 – July 1990

### **Selected Project Involvement**

- Healthy Families Arizona evaluation, 1998-present
- Arizona Abstinence Only Education Program evaluation, 1998-2003
- Arizona Promoting Safe and Stable Families Program evaluation, 1998-present
- Family and Juvenile Drug Court evaluation, 2002-present
- Family Group Decision Making Program evaluation, 2001-present
- Pima County Juvenile Court Probation Services evaluation, 2002

## **Selected Tasks and Accomplishments**

- Develop extensive systems for tracking and organization of data for statewide program evaluations (includes multi-site, multi-year evaluations)
- Develop an extensive data tracking system to track ongoing clients
- Develop and maintain databases using Epi-Info, Microsoft Access, and Microsoft Excel
- Develop systems to ensure confidentiality and security of data (including entry and storage of data, including web-based systems)
- Develop and implement systems for the backup of data
- Prepare regular and special data runs to provide feedback to providers upon request
- Produce quarterly reports to give useful information back to individual sites and program providers
- Conduct data analysis to produce annual reports
- Produce cleaning runs to ensure data quality
- Prepare final databases in SPSS give to Arizona Department of Health Services and the Arizona Department of Economic Security
- Assist in the design and development of data collection instruments to insure compatibility with database and web-based requirements
- Conduct a match between our databases and the CHILDS database
- Train new data entry staff in data entry systems, including SPSS, Epi-Info, Microsoft Access, and Microsoft Excel
- Supervise all data management staff
- Set up and maintenance of all computer equipment, including all hardware and software issues
- Administration of the local area network (LAN); train staff in use of the network